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ABSTRACT

The Summer Institute in Counseling Girls and Women, a training model offered by the Graduate School of Education's Psychology in Education Program at the University of Pennsylvania, is described. The Summer Institute integrates the three curricular areas of the psychology of women, counseling of women, and organizational and program development to encourage counselors to provide direct and indirect services and to view themselves as psychoeducators rather than remedial counselors. These three course units are described, along with the following objectives of the Institute: (1) to examine and evaluate both traditional and contemporary approaches to counseling girls and women; (2) to become familiar with the literature on sex bias in education and counseling and examine their attitudes toward females; (3) to develop understanding of the developmental needs and issues of women in general and subgroups of girls and women; (4) to develop understanding of how societal forces have served to limit female development; (5) to develop helping skills (e.g., individual and group counseling, program planning, and intervention); and (6) to develop skills for evaluating materials, procedures, and tools used in the helping process, such as career information and interest measures. Institute courses are taken as electives by students from other professional programs (education, nursing, and social work), and it appeals to both graduate students in training and practicing counselors. Additionally, the Institute serves an income-producing function for programs that may be experiencing some decline in tuition income, especially during the summer months. (SW)

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Training Counselors of Women: An Institute Model

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Introduction

This training model is a one-month Summer Institute in Counseling Girls and Women offered by the Graduate School of Education's Psychology in Education Program at the University of Pennsylvania. The Institute is offered under the auspices of the Center for Psychological Service in Education, a newly established administrative unit in the Graduate School of Education which was set up as a vehicle by which special programs such as the Institute could be offered and through which requests for psychological services from the community could be handled by graduate students in School and Counseling Psychology working under faculty supervision.

The Summer Institute is an innovative model for counselors of women in several ways. First, it integrates three essential components -- psychology of women, counseling women, and organizational and program development -- thereby encouraging counselors to be involved in direct and indirect service functions and to view themselves as psychoeducators rather than remedial counselors. Second, it appeals to both graduate students in training and practicing counselors in the field who recognize the need to educate themselves to work with girls and women. Third, it draws students in related disciplines such as social work and nursing who wish to acquire the knowledge and skills needed for working effectively with girls and women. Thus, it provides an opportunity for staff development for previously-trained counselors and other helping

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professionals. Finally, it serves an income-producing function for programs which may be experiencing some decline in tuition income, especially during the summer months.

Institute Description

The objectives of the Institute are as follows:[1]

1. The Institute will examine and evaluate both traditional and contemporary approaches to counseling girls and women. Participants will explore the infusion of feminist values in various counseling approaches and evaluate and develop both direct and indirect psychoeducational programming.

2. Participants will become familiar with the literature on sex bias in education and counseling and examine their attitudes towards females.

3. Participants will develop several areas of competencies including a) a cognitive understanding of the developmental needs and issues of women in general as well as various subgroups of girls and women; b) an effective understanding of how societal forces have served to limit female development; c) helping skills aimed at optimizing women's development including individual and group counseling, program planning, and systems analysis and intervention; and d) skills for evaluating materials, procedures,

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1. The Institute brochure and course outlines are available from the author upon request.

and tools used in the helping process, such as career information and interest measures.

The Institute consists of the following course units:

- Education 581: Psychology of Women critically explores traditional and contemporary theories and research on the pyschology of women and relates these to relevant professional and educational practices. Topics include female physiology and sexuality, sex differences in biological functioning and socialization, cognitive-intellectual development of women, impact of feminism, and future directions for research. Participants will develop a research proposal on some aspect of the psychology of women which can be carried out in their work settings.

- Education 785(a): Advanced Counseling Skills with Girls and Women includes skill development in the areas of personal and career counseling, as well as training in specialized group skills related to women's concerns, such as assertiveness training and consciousness-raising. Participants will develop individual, group, and couple counseling skills through simulated and actual counseling sessions and evaluate their own skill development through audio- and video-taping.

- Education 785(b): Organizational and Program Development for Girls and Women helps participants identify and learn skills to combat sex-role stereotyping in their institutions. Analysis will be made of formal and informal power structures, decision-making processes, styles of effective leadership, and the climate for change within participants' work settings. Participants will design a program to be implemented in their own work settings

or communities to improve the environment for females.

The Institute is scheduled for four weeks with each course unit meeting two hours each day for four days each week. This is exactly comparable to the in-class time for courses during the regular academic year and gives the students a three-day weekend for reading and project preparation. Course syllabi are available prior to the start of the Institute for early reading and the students are given two weeks following the conclusion of the program for the completion of final projects. Participants may enroll on a credit or non-credit basis and can elect to enroll in only one or two of the three instructional units.

Relationship of Institute to Total Program

The Summer Institute was set up as an expansion of the Psychology of Women course that has been offered during the academic year in the Graduate School of Education since 1974. The Institute courses are taken as electives by students from a broad range of professional programs (Education, Nursing, and Social Work) who are motivated to pursue an in-depth study of the psychology and counseling of women.

Although the faculty view the Pyschology of Women course and the Summer Institute as supplementary elements of a student's education, many do urge their advisees, especially those with an interest in women's issues, to sign up. Students, on the other hand, especially those at the doctoral level, view course work in the psychology and counseling of women as a necessary part of their graduate training. In response to student requests in the last

several years, a number of practicum placements have been developed for those students with a special interest in women's issues at community or campus women's centers and doctoral students can now complete a year-long internship at the Feminist Therapy Collective, Inc., in Philadelphia. Furthermore, a number of research proposals developed in the Psychology of Women course or the Summer Institute have evolved into dissertation studies or projects for the department's research seminar in Counseling Psychology.